

June 21, 2012

A Regular Meeting of the Board of Fire and Police Commissioners was held on the above date, commencing at 5:33 P.M.

PRESENT:	Commissioners:	Richard C. Cox, Chair Kathryn A. Hein Paoi X. Lor Sarah W. Morgan
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ABSENT:	Commissioners:	Carolina M. Stark (Excused) Michael M. O'Hear (Excused)
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ALSO PRESENT: Assistant Chief Gerard Washington, representing the Milwaukee Fire Department; and Edward Flynn, Chief, Milwaukee Police Department.

The Director presented for adoption minutes of the Regular Meeting of June 7, 2012. Commissioner Hein moved approval of the minutes with revisions to the comments of Thomas Klusman of the Milwaukee Police Supervisors' Organization, seconded by Commissioner Lor. The motion carried unanimously.

1. UNFINISHED BUSINESS:

a) The Director returned to the Board a request from Police Lieutenant James Mac Gillis to extend his temporary residency exemption in order to continue to care for his in-laws in their home in Brookfield. Commissioner Hein moved to approve a one year extension, seconded by Commissioner Morgan. The motion carried unanimously.

2. NEW BUSINESS:

a) The Director presented correspondence dated June 1, 2012, from Police Officer Thomas Canzoneri, who requests a temporary exemption of the City residency requirement due to a fire at his home. Due to extensive fire damage, Officer Canzoneri and his family are unable to reside there. Currently, he and his family are residing in Brookfield. Commissioner Morgan moved to approve a 90-day extension, seconded by Commissioner Lor. The motion carried unanimously.

The Director presented correspondence dated June 11, 2012, from Detective David Dalland, who requests a temporary exemption of the City residency requirement due to a fire at his home. Due to extensive fire damage, Detective Dalland and his family are unable to reside there. Currently, he and his family are residing in Brookfield. Commissioner Lor asked whether there was an alternative to living in Brookfield. Detective Dalland said he had looked extensively and was unable to find housing within the City of Milwaukee for a six month period. Commissioner Morgan moved to approve a seven month extension with the requirement that if repairs are completed earlier Detective Dalland will reside in the City of Milwaukee, seconded by Commissioner Hein. The motion carried unanimously.

b) The Director presented a report titled "An Analysis of 2011 Use of Force Incidents in the Milwaukee Police Department". The analysis was conducted by Dr. Steven Brandl of UW-Milwaukee, who was present and gave a presentation regarding his report. According to Dr. Brandl, the purpose of this study was to calculate and monitor baseline measures of use of force, describe use of force incidents, and identify trends or patterns in use of force incidents from 2009 through 2011. Based upon the data, Dr. Brandl indicated that regardless of the baseline considered, the use of force has been and remains a very uncommon event in the Milwaukee Police Department. With regard to the type of force used, an electronic control device (ECD), such as a Taser, has become more frequently used while a chemical agent, such as OC, has been used less

frequently. Finally, with regard to the use of force with a firearm, the largest proportion of incidents involved a call for service about a suspicious person or trouble with a subject. Of those use of force incidents that involved a dog, the largest proportion of incidents involved a call for service unrelated to a dog. Dr. Brandl had several recommendations regarding data collection which would allow for additional, useful analyses to be conducted especially as it relates to the effects and effectiveness of various forms of force.

c) The Director indicated this item would be moved to the end of the agenda.

3. EXAMINATIONS:

a) The Director presented for adoption an eligible list for the position of Crime Analyst in the Police Department, consisting of seven (7) names. Commissioner Morgan moved approval of the list, seconded by Commissioner Hein. The motion carried unanimously.

4. FIRE DEPARTMENT:

a) The Director presented correspondence dated June 13, 2012, from Chief Mark Rohlfling, wherein he requests permission for Deputy Chief Michael T. Romas to serve as Acting Assistant Chief of the EMS/Training/Education Bureau for a period greater than 30 days until a permanent promotion is made, effective July 8, 2012. Commissioner Morgan moved approval of the request, seconded by Commissioner Hein. The motion carried unanimously.

The Director presented correspondence dated June 13, 2012, from Chief Rohlfling, wherein he requests permission for Deputy Chief Daniel C. Lipski to serve as Acting Assistant Chief of the Operations Bureau for a period greater than 30 days until a permanent promotion can be made, effective July 8, 2012. Commissioner Hein moved approval of the request, seconded by Commissioner Morgan. The motion carried unanimously.

b) The Director presented a correspondence dated June 13, 2012, from Chief Rohlfling, wherein he requests that an examination be conducted for the recently reclassified position of Media Specialist, formerly Audiovisual Specialist II, as soon as possible because the incumbent recently resigned. The Chair referred the request to the Department of Employee Relations for implementation.

5. POLICE DEPARTMENT:

a) The following promotions, as presented by Chief Flynn, were approved by the Board:

TO LEAD POLICE TELECOMMUNICATOR, from Police Telecommunicator, effective June 24, 2012:

KEALOHA T. HUNT.

TO POLICE DISTRICT OFFICE ASSISTANT, from Office Assistant I, effective June 24, 2012:

KISHA R. GOLDEN.

b) The following appointments, as presented by Chief Flynn, were approved by the Board:

TO POLICE DISPATCHER, from eligible list established July 28, 2011, effective June 25, 2012:

#15 – YOUNG VANG, #16 – GINA SELLERS, and #20 – CHRISTOPHER CLEVELAND.

TO POLICE TELECOMMUNICATOR (REGULAR), from eligible list established May 19, 2011, contingent upon successful completion of background investigation, psychological test, medical examination, and drug screening, effective June 25, 2012:

#15 – KRISTIN GUTKOWSKI, #17 – CATHERINE DEFORD, and #31 – DAVID WAHL.

TO POLICE TELECOMMUNICATOR (SEASONAL), returning after successfully completing the 2011 season, contingent upon successful completion of a background investigation update and medical and drug screening, effective July 2, 2012:

SANDRA BROUGHTON and JESSICA R. KLOS.

c) The Director presented correspondence dated May 21, 2012, from Chief Flynn, wherein he notifies the Board that Police Officer Dean D. Lidwin was suspended for six (6) days without pay under Personnel Order 2012-78 dated May 21, 2012 and Police Officer Timothy M. Meinecke was suspended for six (6) days without pay under Personnel Order 2012-70 dated May 21, 2012. Both suspensions resulted from a hearing and investigation conducted by the citizen board.

d) The Director presented correspondence dated June 13, 2012, from Chief Flynn, wherein he requests the probationary period for Police Sergeant Thomas E. Johnson be extended for a period of twelve (12) months, until July 10, 2013, due to the need for additional patrol experience and leadership training. Commissioner Hein approved the extension of the probationary period, seconded by Commissioner Lor. The motion carried unanimously.

e) The Director presented correspondence dated June 13, 2012, from Chief Flynn, wherein he notifies the Board that Police Officer Christopher Bowers was granted an unpaid military leave of absence which commenced on May 4, 2012 and will conclude September 30, 2012; Police Officer Paul Llanas was granted an unpaid military leave of absence which commenced on April 30, 2012 and will conclude July 1, 2012; and Police Sergeant Stephen Chin was granted an unpaid military leave of absence which commenced on May 15, 2012 and will conclude July 21, 2012.

2. NEW BUSINESS (continued):

c) The Director returned to this item on the agenda and indicated Chief Flynn would provide a status review on Uniform Crime Reporting. Chief Flynn began the presentation by addressing ongoing issues between him and the city's newspaper of record. Chief Flynn expressed that he believes the work of the Milwaukee Police Department (MPD) matters and that police officers can have an impact on levels of violent crime in the city. In addition, Chief Flynn stated he believes that putting together a strategy based upon thoughtful data analysis and deploying people in response to that data analysis while taking care to sustain the support of the community will have a positive impact on the crime they want to deter. Chief Flynn said no one needs to change numbers around unethically to prove that dedicated police officers working with an effective plan are going to have an impact on crime. Second, Chief Flynn addressed the allegation that the crime reporting errors were an attempt to mislead the public about violence in the city in order for him to secure a second term, and that the allegation is completely unfounded. The MPD internal audit supports the overall decrease in crime since 2008.

According to Chief Flynn, the Department undertook a wide-ranging, in-depth, complete internal audit of the Part 1 UCR-assault category. The audit was done by a team of 25 MPD personnel representing all levels of the department, including clerical staff, police officers, sergeants, detectives, and lieutenants. According to Chief Flynn, there have been difficulties with the Tiburon reporting system since 2006 when it was installed and coding errors in the aggravated assault category date back to 2006. Ironically, according to Chief Flynn, last year had the lowest number of coding errors since MPD began using the Tiburon system. Chief Flynn

indicated that once the coding mistakes made were factored into the numbers reported to the FBI, the crime statistics still trended downward. According to Chief Flynn, the crime rate has continued to decline due to the efforts of Milwaukee Police Officers. Chief Flynn characterized the Tiburon system as a cumbersome system in which human error is an issue, but also said human error has declined over time. Finally, according to Chief Flynn, while there have been technological and bureaucratic problems, there were no ethical problems because the audit demonstrates that MPD's mistakes were neither malicious nor intentional, but rather accidental.

Chief Flynn introduced Deputy Inspector William Jessup, Commander of the Office of Management and Planning (OMAP), Charles Burki, Director of Information Technology Systems, Susan Gay, Crime Analyst, and Captain Greg Volker, Commander of Information Services Division for the Kansas City, Missouri Police Department. Deputy Inspector Jessup spoke regarding the specifics of the targeted audit performed by MPD which commenced on May 23, 2012. The NIBRS crime categories reviewed included simple battery, disorderly conduct, certain family offenses, and the NIBRS classification "All Other Offenses." Deputy Inspector Jessup indicated the results showed that aggravated assaults decreased over the past six years, classification errors were made both in over- and under-reporting, and classification errors in the reporting of aggravated assaults have decreased over the past six years. According to Deputy Inspector Jessup, as a result of a study the Department conducted earlier in 2012, the Records Management Section was reorganized in May in an effort to improve the process of records management within the Department. The reorganization occurred prior to any newspaper stories that were published.

Deputy Inspector Jessup made reference to the service issues related to the Tiburon system and introduced Captain Volker to speak regarding the Kansas City Police Department's experiences with the Tiburon system. Captain Volker has been involved with the system since the Kansas City Police Department (KCPD) adopted it, both as a trainer and head of their records management division. Captain Volker indicated the system is marketed to do everything for a department with regard to records management, but in reality the system does not. The KCPD had similar coding issues and it took approximately 2½ years to fix them. The KCPD is evaluating replacements for the Tiburon system. Captain Volker indicated he has spent two days with MPD and said how impressed he was with the success, openness, and the desire to do their job displayed by MPD personnel. Captain Volker answered questions from the Board regarding the number of similarly sized departments who use the Tiburon system and training.

6. PUBLIC COMMENT:

Chris Ahmuty, Executive Director of the American Civil Liberties Union (ACLU) of Wisconsin, spoke regarding the ACLU's continuing effort to focus on the issue of biased policing and how to identify it. Mr. Ahmuty discussed specific methods of body cavity searches and, given his understanding that these were not considered use of force, asked how he could get information regarding these types of searches. In addition, Mr. Ahmuty agreed with Chief Flynn that data driven policing is very important. Further, Mr. Ahmuty commented that if the policing strategy is based on data, then the quality of data is especially important. Mr. Ahmuty also indicated that regardless of whether the crime rate is up or down, the Department has to act in a way that does not violate the rights of Milwaukee citizens in order to give the public confidence that civil liberties, civil rights, and constitutional rights are not being impinged upon in the pursuit of crime rate reduction.

Khalil Coleman, of the Occupy the Hood Milwaukee movement, spoke regarding efforts by the National Association for the Advancement of Colored People (NAACP), the ACLU, and Occupy the Hood to create a community board to help people solve problems directly connected to the MPD and Fire and Police Commission (FPC). Mr. Coleman indicated the community is reluctant to contact the MPD regarding issues of crime because they get treated like criminals themselves. Occupy the Hood would like to be a bridge for people who do not feel comfortable coming to MPD and FPC with reports of crimes.

Greg Duran, MPD Police Sergeant of three years, spoke regarding the minimum service requirements for Police Sergeants needed to take the promotional exam for Police Lieutenant. Sergeant Duran said he has been Acting Lieutenant on his shift since September, 2011 and would like the opportunity to move forward to the next level of supervision. According to Sergeant Duran, with only two months until the exam, he is losing valuable preparation time because he does not know whether or not he will be eligible to take the exam because the minimum service requirements have not been published.

7. ADJOURNMENT:

Commissioner Morgan moved to adjourn the meeting, seconded by Commissioner Lor. The motion carried unanimously.

The meeting concluded at 6:40 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Michael G. Tobin".

Michael G. Tobin
Executive Director

MGT:kj